

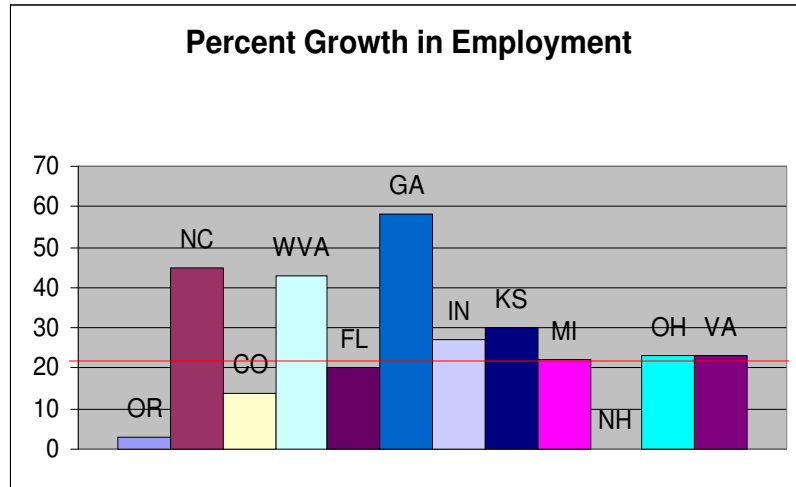
Qualified Staff

Based on current productivity and the inequitable distribution of resources across the state, community provider staffing ratios are probably insufficient to meet the minimum need for services.

Exhibit 55

When prevalence of needs is considered, the gap is even greater. There were more than 328,000 people employed in the health sector in North Carolina in 2000, 8.5% of North Carolina's total workforce. North Carolina ranked 26th among the states in per capita health services employment. Health services employment in North Carolina grew 81% between 1988 and 2000,

while the state's population grew by 25%, resulting in a net per capita growth of 45% in health services sector employment. This was more than twice the national rate of net per capita growth in the health services sector of 21%. The total population of North Carolina is projected to grow 13% between 2000 and 2020, while the population 65 and over is projected to grow 76% between 2000 and 2020 as seen in Exhibit 56.



Service System Capacity is a function of the number of staff and the direct consumer contact hours available for each staff. A system needs measures of each in order to judge capacity.

Exhibit 56

The definition and delivery of a service should be consistent in order to determine capacity for a particular service.

Otherwise, some providers may show greater capacity due to the fact they are not adhering to the basic requirements of the service.

In evaluating the workforce needs, several measures were used including a

review of the U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, publication: State Health

